

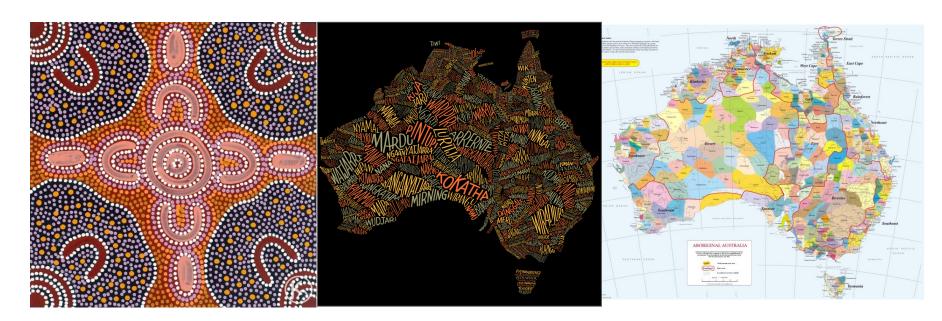
# Australian Society of Exploration Geophysicists

# **ASEG** webinar series

# **Acknowledgement of Country**

I'd like to begin by acknowledging the Traditional Owners of all the lands on which we meet today, and pay my respects to Elders past and present.

I would also like to extend that respect to any Aboriginal and Torres Strait Islander people who are joining us today.



# **Todays Talk**

- Background
- MENTORING = LEADERSHIP
- Questions (if I don't talk for too long!)





#### **Disclaimer**

This is my disclaimer. I was going to put Latin in here, you know just a filler, for a laugh, but then I though Oh well, let's put some wore down. **Diversity** is about accepting our individual differences and acknowledging the unique blend of knowledge, skills and perspectives each of us bring to the workpl versity can include characteristics such as cultural background and ethnicity, age, gender, gender identity, disability, sexual orientation, religious beliefs, langer cation. Diversity also includes characteristics such as professional skills, working style, location, and life experiences. **Inclusion** An inclusive culture is one w els valued and respected and is able to fully contribute. It is about removing barriers to make sure everyone can fully participate in the workplace opportunities. Inclusion is about empowering people to contribute their skills and perspectives for the benefit of organisational performance Mentoring and Leadership go hand in hand, looking after people, science, stakeholders, data requires thinking about more than 'myself'. Brir n we value people we see benefits such as high employee engagement, improved performance, greater innovation, retention of talent. improved and lower levels of unlawful behaviour such as harassment and discrimination. I see these disclaimer slides all the time at geological conference ut I thought it would be fun to add and see if anyone reads it. Mentoring has benefits for both parties, if we start with ourselves, we try hard we listen and feel connected, we respect, trust and be good people then we will promote that culture, winning over one person at a time. In 20° My life has been facts, figures, decisions, data, stats, patterns, evidence. How can I convince a group of peers that I have something worth saving red a tenth of what I wanted to say – possibly said that everyone would feel better at work, enjoy a big part of their life, struggle less. Well I app mostly my opinion based on my life experience, 25 years in STEM and 50 years as a woman, it also has roots in proper research I take time to w on top of my science research, and from attending women in in leadership conferences, and participating in diversity activities and listening ring and learning from everyone. I have even had mentor training riences. So if you are still reading. We know Professional Development (IPAA) To be clear: yes this talk is essentially my opinion, based fully in my promotes a robust, resilient, healthy business culture which manages c ovation successfully (just look at the research, pay particular notice of the myths around merit too if you have a moment) Gosh if you have re-So you will get this talk, and I hope something in it today helps you, I hope it helps the person in your team who will never tell you how they me, ignorance, lack of opportunity or because they know, because they have tried, but no one would listen. A healthy professional, a healthy ills, not all of them are in deep science. Let us all use tried and true tools, like change, management to address the issues we have in our work s adapt, solve, be consistent and lets not give up, we have the legislation, surely with the collective IQ available to us, at work, at home, in g outside our comfort zone and change our career for the better. So, back to advice, a couple pieces of advice, ask for help, a. ask for advice, My different viewpoints, for your big problems, ask and listen – ASK FOR HELP if this area is invisible to you, if you don't get it - ask for help; b. b d there), I'm not going to spend too much time in my talk about this, but seriously if you need to video yourself do it, those little smirks, the rain at the meeting showed, the humorous comment in a public work area, more people see you and watch you and take cues from you than you notice what you do how it impacts others. c. reframe, try to reframe your argument/problem/issue/people problems, there is always more a situation; d. take time out, look after you (I mean it – you are important, there is no one like you and we need you to be at your best. Ask f se; e. look after those around you, keep your eyes open, imagine the duty of care you have to those you spend upward of 30 hours a week with of listen without judgement to words, feelings, body language and what is not said, seriously LISTEN TO WHAT IS NOT SAID. listen and think abo what they have, look at their energy – 'spoons' – their personal history – current history what the future looks like to them. One last thing, work fine in normal circumstances, in extreme situations, please seek professional help, you may need HR, a psychologist, time away from work and importantly for those around you. Yea, I didn't really mean to go on that long and when I read this back I think hmm should I put it in the Pow my point of view, so I guess that's the point of the disclaimer right? Thank you for reading, listening, understanding and thinking about the points I put i K. Reflecting back who we are, where we have been, what matters to us, how we represent ourselves at work – it really matters. I also want to thank the reall people I work with and have worked with – those people who walk the talk, who put their heart on their sleeve, who stuff up and try again, those who learn, share wand bring people along with them. Thank you for being BRAVE, sincere and generous with your time, spirit and heart.

**Opinion** 

Life

Research

#### Poll

# Do you have a mentor?

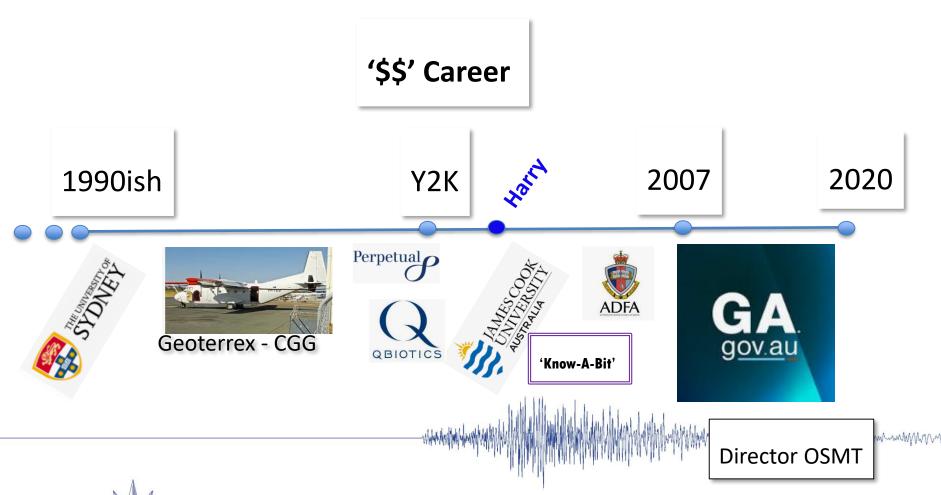
A mentor can be a leader, sounding board, parent, Director, partner, manager, peer, science guru, Professor, friend, coach paid/organise/formalised mentor, a trusted human ..





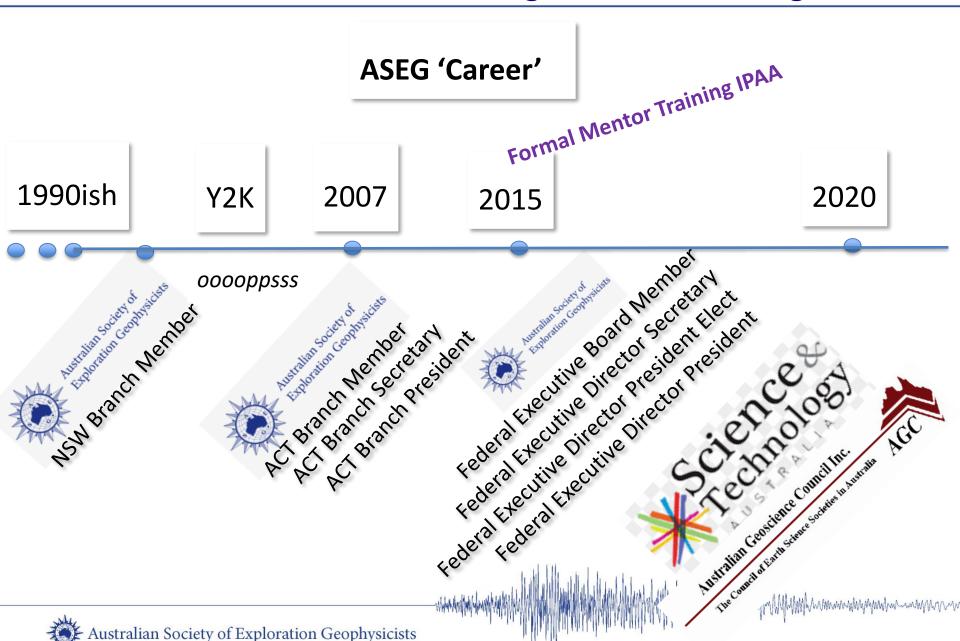
# My Journey...

**TIP**: make a time line of your journey

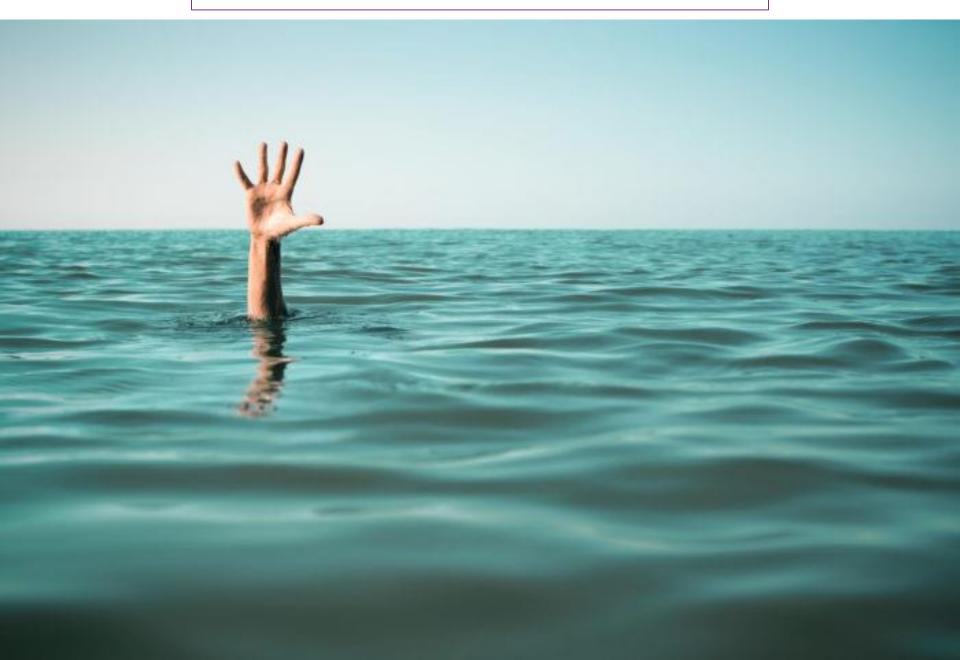




# The ASEG and I have worked together... for a long time..



# TIP: DON'T WAIT SO LONG TO ASK!



#### WHAT IS MENTORING?

Mentoring is sharing knowledge, skills and life experience to guide another towards reaching their full potential; it's a *journey of shared discovery*.

Mentoring is multi-faceted; it can be formal or informal and may change and evolve as relationship develops.

Mentors care and assure their mentee that they are **not alone** in dealing with day-to-day challenges. They help them understand their **value** and their **strengths**. Mentors help shine light on issues and opportunities.

Mentors learn a lot from their mentees. Mentors listen.



#### YOU CAN BE MENTORED ON JUST ABOUT ANYTHING

GIS, Inversions, Emotional Intelligence, Goal Setting, Geological Interp, Data Management, People Management, Networking, Career Advice, Resources and where to find them, Gap Analysis, Risk Management, Work-Life Balance, Advice on Team Work, Advice on challenging situations, How to forgive, How to move on, How to not make the same mistakes again, Diversity Issues, Software Advice, Data Base Advice, How to get feedback, How to action feedback, Processes......





#### WHY?

You will get better at sharing knowledge, skills and life experience

You will start to feel supported

You will learn the most unexpected things

You will start to care

You will set goals and achieve them

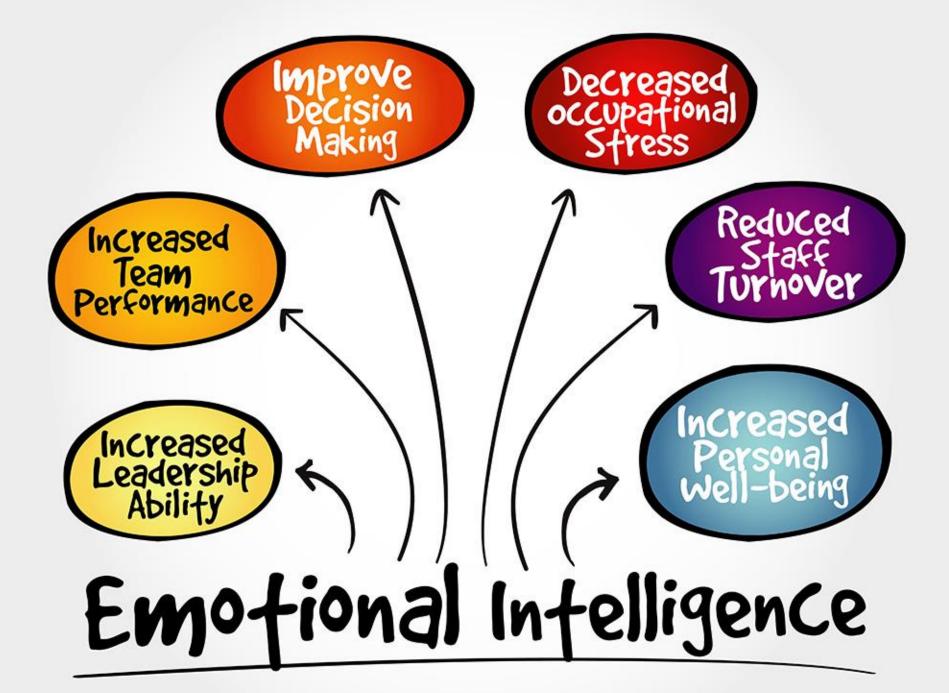
You wont feel alone

You wont feel undervalued

You will improve the quality of your work – family – friends – life





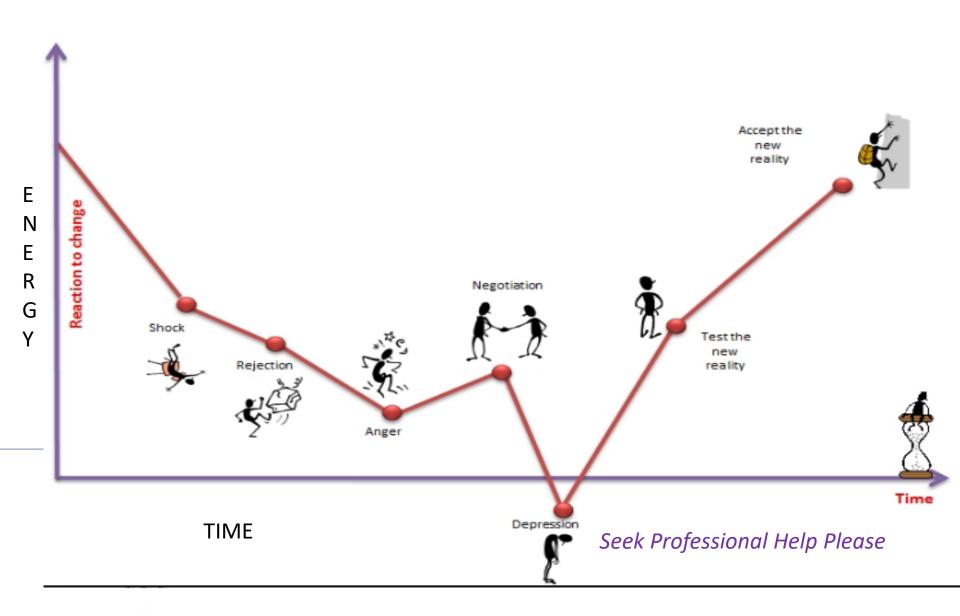


# **TOOL NUMBER 1**

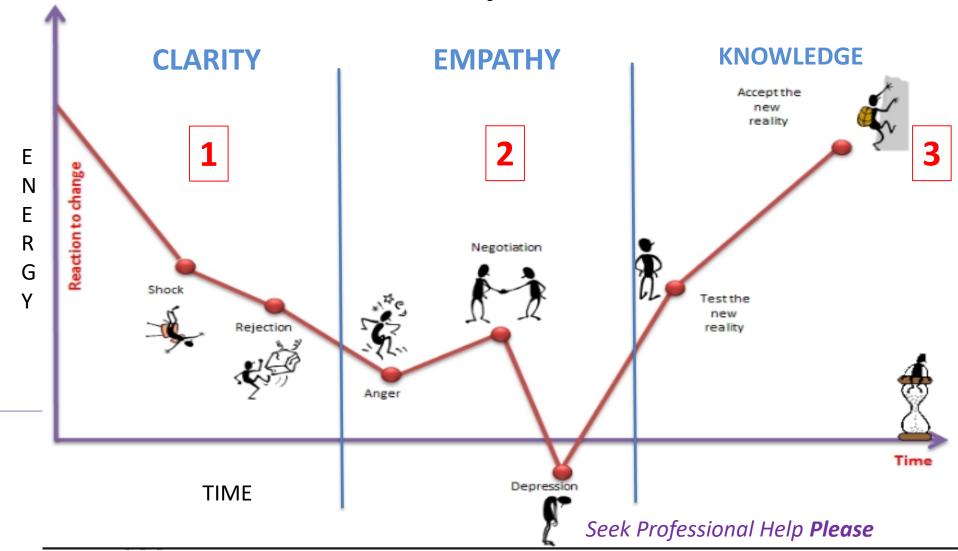




# **Change Management Curve**



Poll
TODAY, where are you on this curve

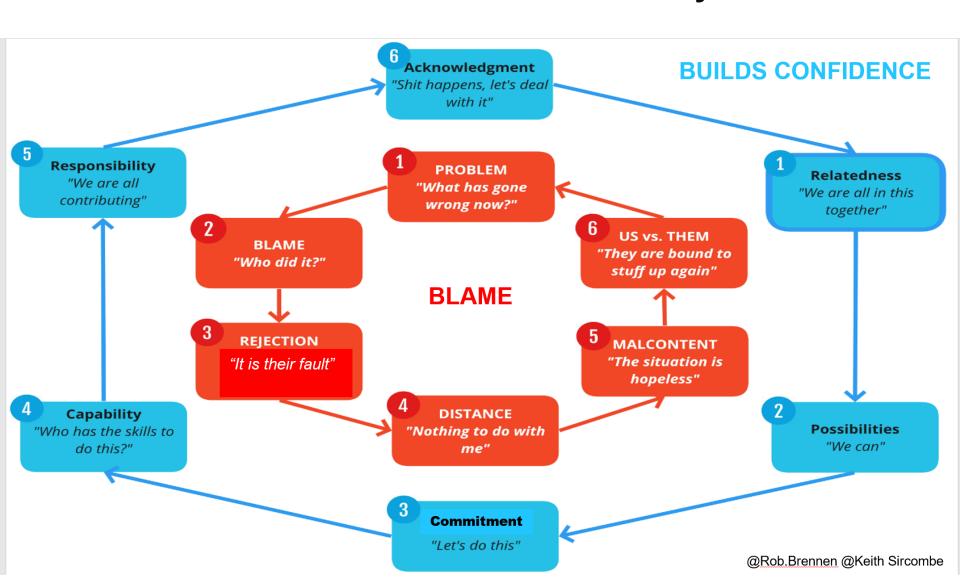


# **TOOL NUMBER 2**





Red – Blue Blame – Growth 'What about me' – 'We will rock you'

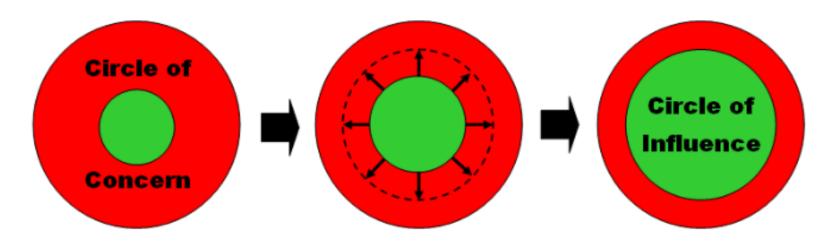


# **TOOL NUMBER 3**





#### Circle of Influence



#### Reactive Focus

You focus the majority of your time and energy on your concerns and problems. You don't take responsibility for your own situation.

#### Changing Your Focus

You choose to redirect your time and energy. You begin focusing on those things within your control, and you start making a difference.

#### Proactive Focus

You devote the majority of your time and energy to changing what is in your control. Your life improves and you stop blaming others.

Left Circle of Concern (erosion) BAD Right Circle of Influence (growth) GOOD

*Immature Mature* 

# **TOOL NUMBER 4**





#### **SELF AWARENESS**

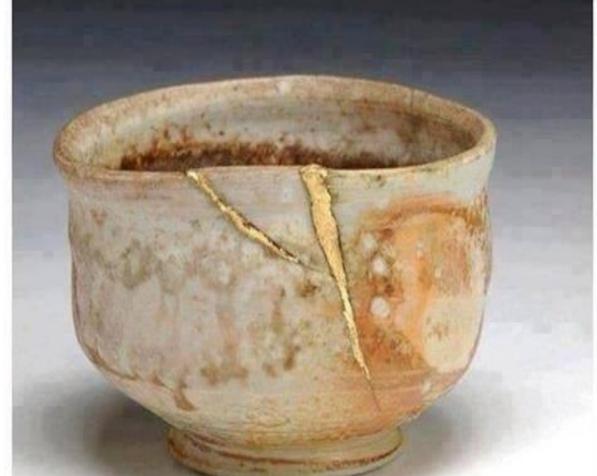


**Excluded Zone** 

**Misunderstood Zone** 

**Genius Zone** 





"When the Japanese mend broken objects, they aggrandize the damage by filling the cracks with gold. They believe that when something's suffered damage and has a history it becomes more beautiful."

**Billie Mobayed** 

#### **POLL**

Have you learnt something new so far tonight?

If you offer professional mentoring or coaching services please type your contact details in the chat.





# TOOL NUMBER 5 MY SECRET WEAPON





# 'YES, AND'...

Take the improvisational comedy rule that demands actors to say, "yes, and" to everything and turn it into a work philosophy.





# **TOOLS NUMBER 6-10**





## **TIP: UTILISE NETWORKS**























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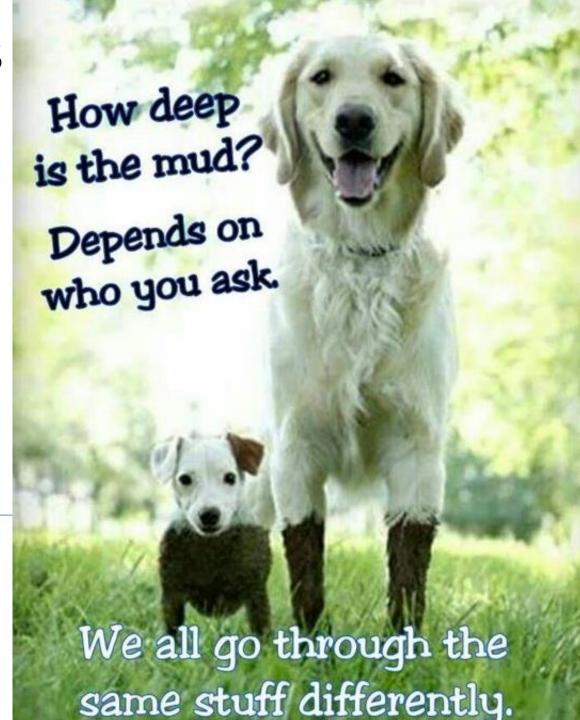
ANZGG
AUSTRALIAN & NEW ZEALAND
GEOMORPHOLOGY GROUP

# Self Awareness

- ✓ Self Esteem
- ✓ Health
- √ Feedback/Forward
- ✓ Share what you learn
- ✓ Gather evidence about you

Tip: Write a list of your superpowers





# **Imposter Syndrome?**

The fear of being discovered as a fraud
It is much much more than nerves
The little voice that says you don't belong

## Use your super powers

Use an Evidence Base
Record Successes
Seek Feedback
Acknowledge the feelings and breath deeply

KEEP AN EYE OUT FOR THE ASEG ORGANISED

INNER CRITIC WORKSHOP (Happiness Concierge)



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"Adapt, Solve,
Be Consistent,
Don't Give Up,
Believe in Yourself."

I 'attended' an Elite Training session at the AIS

I wish I looked a little like an athlete...



# Celebrate achievements, be grateful for the opportunities



Thank you for joining us today, thank you for your time and support

#### **Marina Costelloe**

Mother, Wife, Geophysicist, Advocate, Manager, Mentor, Leader and Explorer

# Please consider joining the ASEG

Free for students
New Graduate Rates too



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